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21 November 1951

CAREER SERVICE COMMITTEE

Working Group on SELECTION CRITERIA

Minutes of 5th Meeting 20 November 1951 2:00 P.M.

Present:

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Career Service Committee

1. [REDACTED] Chairman, not being able to be present, [REDACTED] 25X1A9a
acted as Chairman for the meeting.

2. The minutes of the 4th meeting were approved as distributed.

3. The Working Group took up the agenda determined at the last meeting and first considered the references to "A Program...." dated 7 August 1951 which were contained in paragraph 1 of the directive furnished to the Working Group on 26 October 1951 as follows:

a. paragraph 2 page iii
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This reference was discussed in considerable detail and [REDACTED] agreed to formulate the conclusions that were reached in a 25-50 word statement which would be available for consideration by the Working Group at its next meeting.

b. introduction page x
The Working Group adopted the following statement:
"The Working Group has reviewed the comments of the Assistant Directors which were overwhelmingly opposed to the concept of an "elite corps" and concurs in the abandonment of that concept. The Working Group further agrees that only those employees who have demonstrated their ability throughout a period of two years' service in the Agency will be considered immediately eligible to participate in the Career Service Program. During the first two years of an employee's service with CIA training, appraisal, and supervision will be directed towards preparing him to participate in the Career Service Program."

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c. paragraph V pages xii, xiii
The Working Group adopted the following statement:
"The concepts contained in this paragraph (i.e. age in
relation to grade and testing and assessment as criteria for
selection) are rejected by the Working Group and not recom-
mended for adoption as criteria."

d. section V pages 11-13
The Working Group agreed that a new criteria (i.e. those
contained in the draft paper prepared by ▒▒▒▒▒▒ see
paragraph 2 of "Minutes of 4th Meeting) would supercede
"V. SELECTION OF CAREER CORPS" contained in the 7 August
proposal.   25X1A9a

e. appendix I pages 38-51
The Working Group agreed that a number of matters contained
in this reference fell outside of the purview of this Working
Group. It was agreed to consider pertinent matters contained
in appendix I at the next meeting.

f. appendix J pages 52-55
The Working Group adopted the following statement:
"Testing and assessment should not be considered as mandatory
in connection with the determination of the eligibility of an
employee to participate in the Career Service Program. Testing
and assessment are valid and useful techniques to be used in
recruiting new employees and are available for evaluating any
employee at any time at the discretion of the appropriate
Assistant Director.

4. The Working Group requested ▒▒▒▒▒▒▒ to provide it with appropriate 25X1A9a
excerpts from the minutes of the DCI's staff conference with Assistant Directors.
It was recognized that various authoritative statements had been made and
recorded at these staff meetings and that these statements would be useful in
aiding the Working Group to formulate policy.

5. The draft paper prepared by ▒▒▒▒▒▒▒ concerned with centralization 25X1A9a
vs. decentralization was discussed and minor corrections were made. This task
was not completed and was tabled for further attention at the next meeting.

6. During the course of the meeting it several times became evident that
a top-level decision as to whether there would be several systems for the
overt and the covert offices was urgently required since on that decision
depended many implementing factors. ▒▒▒▒▒▒▒was requested to raise this   25X1A9a
question with the Career Service Committee.

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7. It was agreed that the next meeting would be held on Tuesday, 27 November 1951 at 2:00 P.M. in ███████████████████ 25X1A6a

25X1A6a 8. The meeting adjourned at 4:00 P.M.

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